# **BOOTSTRAP INSTITUTE**

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Bootstrapping Organizations Into the 21st Century

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TOGETHER WE CAN GET THERE!

Patricia Seybold

President, Patricia Seybold Office Computing Group

Interviewing

Dr. Douglas C. Engelbart
Director, Bootstrap frishbute

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Doug Engelbart's Odyssey

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#### BASIC BOOTSTRAP CONCEPTS

Objective: Pursue high-performance org

Hypothesis #1: Collab. Knowledge Work (CODIAK)

Hypothesis #2: Open Hyperdoc System (OHS)

Hypothesis #3: Whole-system Augmentation

Hypothesis #4: ABC's of Org Improvement

Hypothesis #5: Bootstrap Strategy

Hypothesis #6: C Community

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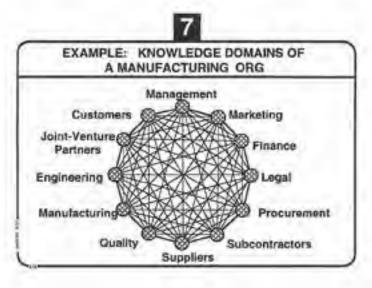
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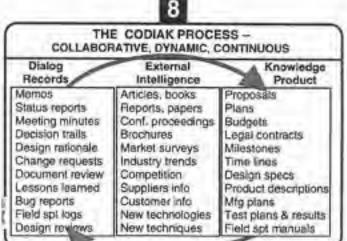
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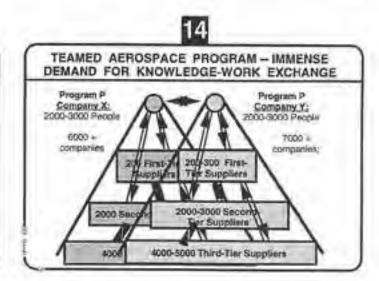
# CODIAK:

Concurrent Development Integration and Application of Knowledge





ISLANDS IN SUPPLIER HIERARCHY OF A MAJOR AIRCRAFT PROGRAM WOULD BE VERY COSTLY Company - Major Aircraft Program 2000-3000 People Distributed Nationwide: · 6000 + companies 20% First-Tier Collaborating on tasks. & apecifications Tracking progress Developing products 2000 Second-Tier Sundfors 4000 Third-Tier Suppliers CODIAK: COncurrent Development, Insegnation, & Application of Knowledge.



9 **EVERY VIABLE ORGANIZATIONAL UNIT REQUIRES** BASIC KNOWLEDGE PROCESSES External Environment Recorded Knowledg Analyzing Product Digesting (Electronic · Integrating Daveloping · Re-using

ORG UNIT'S CODIAK PROCESS NESTED WITHIN OTHER ORG EFFORTS

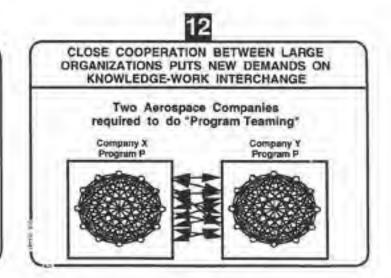
The need for CODIAK interoperability will extend the scope of standards.

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First beachhead for improving CODIAK capability: Hyperdocument Systems

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Key Challenge: Interoperability among CODIAK domains



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**Essential Elements** of Open Hyperdocument Systems

Shared On-line Filing

STAGE 1: SUPPORTING THE CODIAK PROCESS
FOR A MUTUAL KNOWLEDGE DOMAIN

Knowledge Domains

Shared Files

Shared Files

A Knowledge Domain can be any knowledge work anykonment – for an

A Knowledge Domain can be any knowledge-work environment – for an individual, project, department functional area, whole org, or community

Structuring, Linking and Viewing

STAGE 2: SUPPORTING THE CODIAK PROCESS
FOR A MUTUAL KNOWLEDGE DOMAIN

Shared Files

Shared Files

Shared Files

[Engelbart is showing page 9 of "Authorship Provisions in Augment" -- see last page of this handout.]

VIEWS
From "Authorship Provisions In Augment"

VIEL - OAD, 2250, Temsy)

7 GONTROLLING THE VIEWS

7a A user of a book, or of most on-line text systems, is constrained to viewing the text as though he had a window through which he sees a fixed, formatted document. But as described below, our worker can view a section of text in many ways, depending upon his need of the moment.

VIEW: All levels: Numbers On; All lines per statement, Blank lines.

VIEWS

TONTROLLING THE VIEWS

To A user of a book, or of most on-line text

To MULTIPLE WINDOWS

To WINDOW VIEWS

To USER-SPECIFIED SEQUENCE

VIEW: 2 levels: Numbers On: 1 line per statement.

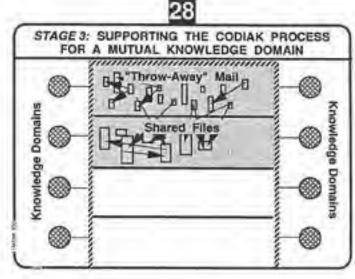
Blank lines.

VIEWS

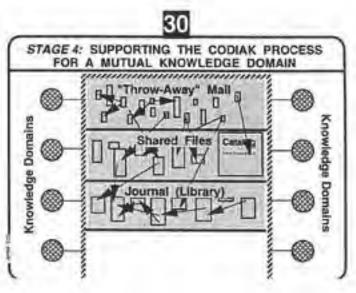
7 CONTROLLING THE VIEWS
7a A user of a book, or of most on-line text.
7b MULTIPLE WINDOWS
7b1 For whatever total screen area is
7b2 (Note: Cross-file ediling can be
7b3 User-adjustable parameters are
7c WINDOW VIEWS
7c1 STRUCTURE CUTOFF. Show only
7c2 LEVEL CLIPPING. For the
7c3 STATEMENT TRUNCATION. For

VIEW: All levels; Numbers On: 1 line per
statement, No blank lines.

Integrated Electronic Mail

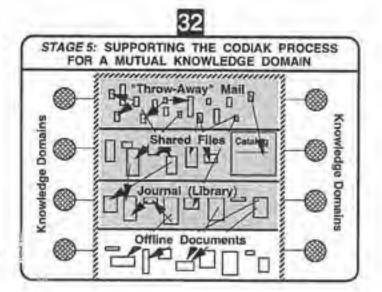


A Journal System



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Integrated External Document Management



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Shared Screen Support

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Common Evolving Vocabulary Among CODIAK Users

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### **ESSENTIAL ELEMENTS OF AN OHS**

- Mixed-object documents
- Explicitly structured
- View control of objects' form, sequence and content
   The basic "hyperdocument"
- Hyperdocument "back-link" capability
- Hyperdocument \*library system\*
- Hyperdocument mail
   Personal signature encryption
- . Shared-window teleconferencing
- Inter-linkage between hyper-
- documents and other data systems \* Link addresses that are readable
- and interpretable by humans • Every object addressable
- Hard-copy print options to show uddresses of objects and address specification of links
- External-document control
- Access control
- \* More

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STARTING TO THINK ABOUT AUGMENTING THE KNOWLEDGE WORKER: BEGIN WITH BASICS

Outside World

BASIC HUMAN CAPABILITIES

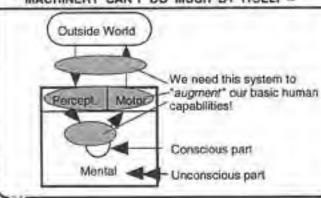
Percept. Motor

Conscious part

Mental

Unconscious part

BUT OUR BARE MENTAL-MOTOR PERCEPTUAL MACHINERY CAN'T DO MUCH BY ITSELF --



OUR CAPABILITIES GROW HIERARCHICALLY - FOR BOTH INDIVIDUALS AND THEIR ORGANIZATIONS Tool-System Human-System Augmented Capabilities Capability Hierarchy Organization Media Compute Skilly Knowledge Simple example: Percept Motor Forming a committee Training Basic Human

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# ABC's OF ORGANIZATIONAL IMPROVEMENT

An Organization

A
Core Business
Activity

B
Improves A's
Capabilities

C
Improves B's
Capabilities

Product RAD, mlg, marketing, sales, accounting, etc. Ex: serospiece = producing planes: congress = passing legislation, medicine = AIDS research.

B Activity:

Improving the organization's ability to perform A work. Ex: introducing email or CAD systems; upgrading quality processes.

C Activity:

Improving the organization's ability to perform 8 work. Ex: introducing better ways to address needs, or run plicts.

How an organization explicitly improves its improvement capability.

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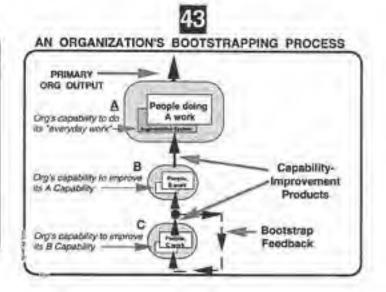
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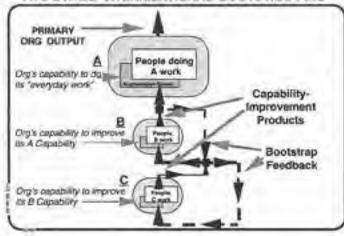
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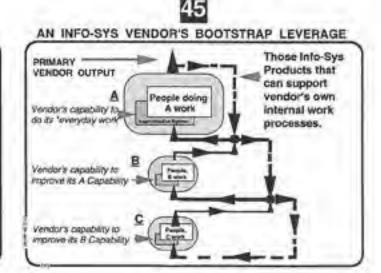
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TWO-STAGE ORGANIZATIONAL BOOTSTRAPPING





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